

Special Education Advisory Panel Recruitment and Retention Update

Jennine Davidson

Jennifer Huber

Recruitment and Retention Specialists

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SPECIAL EDUCATION SHORTAGE IN ARIZONA

2014-2015 (2013-2014)	# Working in AZ Schools	# Positions Not Filled
Special Education Teachers	7,121 (6,966)	327 (266)
Physical Therapists	181 (176)	26 (18)
Occupational Therapists	416 (375)	37 (59)
Speech Language Pathologists	1,477 (1,418)	61 (90)

There are over 129,801 students in Arizona with disabilities.





(Formerly Future Educators Association)

WHEN COMMUNITIES GROW THEIR OWN

HIGH SCHOOL STUDENTS	 Engaging, relevant experiences Transferrable skills Opportunities for impact 		
TEACHER LEADERS	 Pay forward talent and expertise Lead without leaving the classroom 		
DISTRICTS	 Cultivate and retain skilled workforce College and career readiness 		
EDUCATOR PREPARATION PROGRAMS	More informed and skilled teaching candidates Ready-made partnerships with P-12		
EDUCATION SECTOR PARTNERS	 Professionalizing teaching Groundbreaking research 		
EVERYONE	 A sustainable pipeline of skilled and experienced rising educators 		



Rachael Mann, ADE State Director (602) 542-5315, rachael.mann@azed.gov



Tuition Assistance Grants

Grant	Current Description	Eligibility	Commit	Timeline
GETSET General Education to Special Education Teacher	Pays for ½ of college tuition for certified general education teachers to become special education certified.	A legal AZ resident with certification in any are working in an AZ LEA for a minimum of two years.	Work for an Arizona LEA for five years after completion of certificate program.	Grant is currently under revision. Application is due to post in January 2016. Grant is in second year.
SETTA Special Education Teacher Tuition Assistance	College tuition assistance for paras who are earning a bachelor's in special education or early childhood/special education. Covers registration, full tuition, books (\$125)	A para who is a legal AZ resident and has worked for the LEA for a minimum of two years by July 2015	Give a year of service for every year funded or 30 credits	Application is out and was due June 1. Funding starts Jan. 2016 This grant will be offered again next year.
PTAG Paraprofessional Tuition Assistance	Pays college tuition and text books for paras who want to be a special education teacher or related service provider (including assistants)	IS GRANT IS DISC	ONTINUED	This grant morphed into SETTA.



Celia Kujawski, IDEA Capacity Building Grant Coordinator (602) 542-4610, Celia.Kujawski@azed.gov



Student Teaching/Fieldwork

For Teachers:

Participate in student teaching programs

For Therapists:

Participate in providing internships/fieldwork or rotations. (The term changes depending on the field and education program.)





Visiting IHEs

- Speak to foundation classes in general education, special education, and orientation classes
- Share opportunities and joys in special education
- Visits to universities, community colleges, and online schools that prepare teachers
- Regional visits in Phoenix, Northern Arizona, and Southern Arizona
- Graduate, undergraduate, and post-bac classes

Last year spoke to over College students

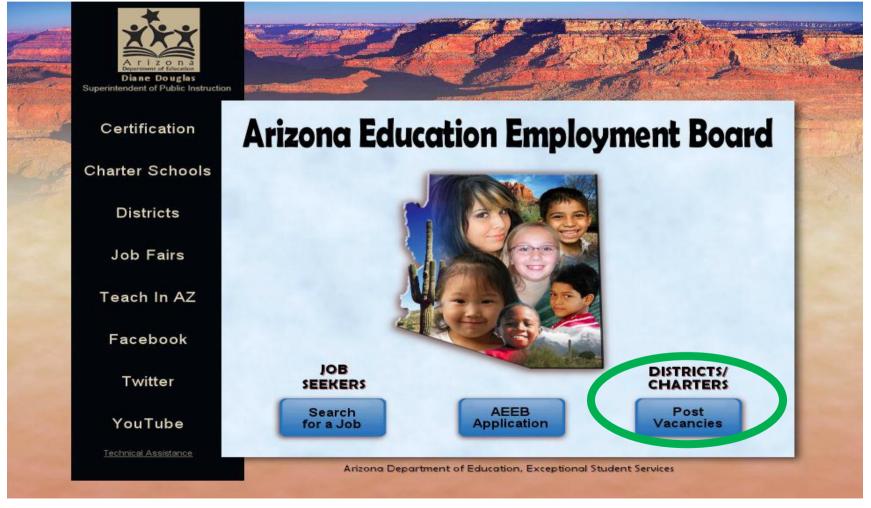
CEEDAR Center Work

- Working with over ten universities and community colleges
- Solid core team and leadership team involvement
- University of Florida, American Institutes for Research, Council of Chief State School Officers, and more
- Intensive status with funding attached
- Aimed at reforming teacher education programs, revising licensure standards, refining personnel evaluation systems, and aligning policy structures and professional learning systems

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Arizona Education Employment Board

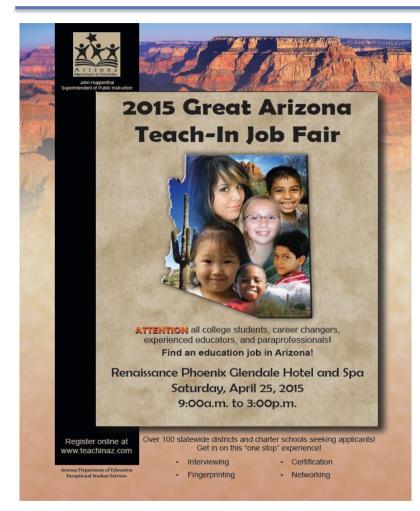
The Arizona Education Employment Board (AEEB) is a free service for all Arizona schools and secure-care facilities seeking educational employees.





POST VACANCIES Search for Delete/Modify View the Job Seekers a Position Job Posting FAQ **NEW!** Develop an Effective Job Posting Guide: Due to user feedback and accountability purposes, we have created **Develop Effective Job** a new guidance document to help schools develop effective job **Postings Guidance Document** postings. New procedures have been established, so please review this guide before proceeding to the form below. Schools that do not follow the new procedures will be asked to repost their positions. Please complete the form below. View Zone Map Each post should be for one position unless there are multiple positions in the same category. Position to Post Job Title: **Educational Setting:** Public \checkmark Zone: 1: Western Arizona Where the posted job is located.

Great Arizona Teach-In Job Fair



http://www.teachinaz.com/

Teach-In Data from 2015 Fair

- 140 districts and schools attended
- During the Teach-In:
 - Over 780 interviews were given
 - Over 175 job offers were given
- 479 Candidates attended
 - 344 Metro Phoenix
 - 82 Outside Metro Phoenix
 - 53 Out-of-State

Save the Date

April 23, 2016

Tentative

Southern Arizona Education Job Fair

Saturday, March 19, 2016

9:00am-12:00pm

Pima Community College West Campus Gym

Tucson



In-State Recruitment Fairs



- ASU, UA, NAU and GCU Education Job Fairs
- AT Still University and Midwestern University
 OT and PT Job Fairs
- Arizona Physical Therapy Association (AzPTA)
- Arizona Occupational Therapy Association (ArizOTA)
- Arizona Speech Language and Hearing Association (ArSHA)















Out-of-State Recruitment

84+

The **Education Career Fair Calendar** is a list of nationwide education career fairs compiled annually by ADE. In this guide, the career fairs are listed alphabetically by state. Under each organization/institution, you will find the job fair date, time, location, website, and a list of programs provided by that institution in critical areas.

The Recruitment Information for Related Services Guide is a list of universities and associations for speech language pathology, occupational therapy, and physical therapy that provide opportunities to post positions on their employment boards. Most university employment boards are free and association prices are listed.

http://www.azed.gov/special-education/pls/recruitment/









Community of Practice

to increase the recruitment and retention of related service providers (specifically occupational, physical and speech therapists) in the public schools...

How to sign up:

http://tinyurl.com/relatedservicesaz

How to provide input: relatedservices@azed.gov

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Induction/Mentoring

Mentoring – provides coaching, support, and feedback by an experienced, veteran teacher.

Induction – a structured wider support system than mentoring alone by providing guidance in curriculum planning and instruction, professional development, and other structured supports.

According to a recent ADE survey,

73% of LEAs reported having a structured mentoring program.

60% of LEAs offered a stipend to mentor new teachers.

Resources:

New Teacher Center

www.newteachercenter.org/

Arizona mentoring projects through the K-12 Center and U of A www.teachermentoring.arizona.edu/index.php/

Guidance on the Use of Title II-A Funding for Teacher Induction/Mentoring Programs www.azed.gov/highly-qualified-professionals/arizona-guidance-for-title-ii-a/



Title II Funding Uses

Instead of using Title II Funds only for

Professional Development

Consider:

- Recruitment/Retention Stipends
- Induction/Mentoring



New Director Mentoring

- Two year program
- 2015-2016: 9 experienced mentors;
 27 mentees
- Close to 100% retention of new directors who participated last year
- One face-to-face meeting and seven webinars throughout the school year
- Informal relationship building networks incorporated
- 99% satisfaction rating

Contact Information

Jennine Davidson

Recruitment, Retention of Related Service Providers Exceptional Student Services Arizona Department of Education 602-542-4102

jennine.davidson@azed.gov

Tracy Faulkner

Recruitment & Retention Specialist Exceptional Student Services Arizona Department of Education 602-364-2195

tracy.faulkner@azed.gov

Jennifer Huber

Recruitment, Retention and Teacher Preparation Specialist Exceptional Student Services
Arizona Department of Education
602-542-4058

jennifer.huber@azed.gov

